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2026 EDITION · COMPENSATION HANDBOOK

The Complete RCMP Salary Guide

Pay scales, take-home estimates, benefits, pension and lifetime earnings for Royal Canadian Mounted Police officers — explained in plain English.

$71,191
CONSTABLE STARTING PAY

$115,350
MAX IN ~36 MONTHS

$1,000/wk
PAID DURING DEPOT

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Content by Emily Clarke, Lead Content Strategist · Updated August 2026

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How to use this guide

Every figure here reflects the 2026 pay framework set nationally under the National Police Federation (NPF) collective agreement. Salaries are identical across every province and territory

— what changes is your tax bill, your allowances and your cost of living. Use the take-home and lifetime-earnings chapters to translate the headline numbers into what actually lands in your bank account.

CHAPTER 1 · EXECUTIVE SUMMARY

What an RCMP Career Pays

A Royal Canadian Mounted Police career is one of the most financially predictable paths in Canadian public service. You know almost exactly what you will earn in year one, year three and year ten before you ever apply.

The headline is simple: a new constable graduates from Depot on a base salary of **$71,191** and climbs an automatic pay grid to **$115,350** in roughly **36 months**. There is no negotiation and no performance review attached to those raises — they are built into the collective agreement and arrive on schedule as long as you remain in good standing.

Before graduation you are already paid. As of April 1, 2026, cadets receive **$1,000 per week** during the 26-week Depot program — roughly $26,000 — up sharply from the previous $525 weekly allowance. Meals, accommodation and travel to Regina are covered on top of that.

$71,191	$100,356	$115,350	~$3.0M
YEAR-ONE BASE	SIX-FIGURE BY ~12 MO	CONSTABLE CEILING	25-YR BASE EARNINGS

Why the numbers are the same everywhere

RCMP pay is set nationally under the NPF collective agreement, so a constable in rural Saskatchewan earns the same base as one in downtown Vancouver. The differences that matter are **tax** (which is provincial), **allowances** for remote and isolated postings, and **overtime**. Those three levers can swing real income by tens of thousands of dollars a year, and this guide walks through each.

The whole-package view

Base pay is only part of the story. A mid-career member also receives a defined-benefit pension worth well over a million dollars in retirement, a comprehensive health and dental plan, generous leave, and — in the right posting — housing and isolation allowances of $8,000 to $40,000+ per year. When you add it all up, total compensation runs far ahead of the salary line alone.

Bottom line

Fast, guaranteed progression to six figures in three years, a gold-standard indexed pension, and a benefits package worth an extra $25,000–$35,000 a year for a ceiling constable with a family.

CHAPTER 2 · DEPOT PAY

Getting Paid at Depot: The Cadet Allowance

Unlike many careers where training is unpaid, the RCMP pays you to learn. During the 26-week Cadet Training Program at Depot Division in Regina, you receive a weekly allowance rather than a salary.

Item	2026 Detail
Weekly allowance	$1,000 per week
Approx. total over 26 weeks	~$26,000
Previous rate (before Apr 1, 2026)	$525 per week
Meals	Covered
Accommodation at Depot	Covered
Travel to Regina	Covered

> **Allowance vs. salary**
>
> The cadet allowance sits *outside* the employee pay grid. It is not pensionable, and full pension, health and dental coverage begin only once you graduate and are sworn in as a constable. Think of Depot as a paid 26-week runway, not year one of your salary.

What this means for your finances

Because housing and meals are provided, most cadets can bank a large share of the $26,000. If you arrive with your personal debts organized, you can leave Depot with savings rather than the student-style deficit that training programs in other fields often create.

CHAPTER 3 · THE CONSTABLE GRID

The Constable Pay Grid (Levels 1–5)

The moment you graduate, you move onto the constable pay grid. Progression is time-based and automatic — the steps are set in the collective agreement, **not negotiated** raises. Each level is reached after a defined period of service.

Stage	Timing	Annual Base Pay
Constable Level 1	On graduation	$71,191
Constable Level 2	**+6 months (Field Coaching)**	**$92,497**
Constable Level 3	+12 months	$100,356
Constable Level 4	+24 months	$108,220
Constable (max)	+36 months	$115,350

The steps that matter most

- **Level 1 → Level 2 is the biggest jump** — about $21,000 — and it arrives after just six months, as you complete field coaching.
- **Level 3 is your first six-figure rate**, reached roughly a year after graduation.
- **The ceiling is flat.** After 36 months you stay at $115,350 until you earn a promotion to Corporal or take on a specialized role.

The math on progression

Level 1 works out to about $34.23/hour ($1,369/week). The ceiling is about $55.46/hour ($2,218/week, ~$9,613/month). That is a 62% increase in base pay in three years without changing rank.

CHAPTER 4 · FULL RANK SCALE

Rank-by-Rank Pay Scale

Beyond the constable ceiling, pay rises with rank. Non-commissioned officer ranks (Corporal through Sergeant Major) are promoted through competition; commissioned officer ranks (Inspector and above) command executive-level pay.

Rank	Annual Pay (2026)
Depot Cadet	$1,000/week (~$26,000 / 26 wks)
Constable Level 1 (grad)	$71,191
Constable (max, 36 mo)	$115,350
Corporal	**$121,691 – $126,311**
Sergeant	$133,677
Staff Sergeant	$146,019
Sergeant Major	$150,524
Inspector (commissioned)	~$125,000 – $160,000
Superintendent	~$165,000 – $205,000
Deputy Commissioner	$214,988 – $237,352

How officers move up

Most members spend their careers within the constable-to-sergeant band, where the combination of base pay, overtime and allowances is strong and the work stays operational. The commissioned ranks (Inspector and up) involve competitive selection into leadership and management, with pay reflecting executive responsibility across detachments, divisions and national programs.

Reading the ranges

> Where a single figure is shown, that rank sits on a fixed rate. Where a range appears, pay depends on step within the rank or on the specific commissioned-officer scale.

CHAPTER 5 · PAY BREAKDOWN

Hourly, Weekly & Monthly Breakdown

Salaries are quoted annually, but it helps to see them as an hourly, weekly and monthly figure. The table below assumes a standard 40-hour week and shows **gross** pay before deductions.

Level	Annual	Hourly	Weekly	Monthly
Constable L1	$71,191	$34.23	$1,369	$5,933
Constable L3	$100,356	$48.25	$1,930	$8,363
Constable max	**$115,350**	**$55.46**	**$2,218**	**$9,613**
Sergeant	$133,677	$64.27	$2,571	$11,140

Overtime can push you well past the grid

Overtime is paid at **1.5× the grid rate**. A busy ceiling constable working regular overtime can realistically earn **$130,000–$140,000** in a year. Because policing demand is rarely predictable, overtime is a meaningful and recurring part of many members' income.

Pay cadence

The RCMP pays bi-weekly. Gross per pay period is roughly **$2,738** at Level 1 and about **$4,437** at the constable ceiling.

CHAPTER 6 · TAKE-HOME PAY

Take-Home Pay After Tax, by Province

Because base pay is identical nationwide but income tax is provincial, your net pay depends heavily on where you are posted. The estimates below account for federal and provincial income tax, CPP, EI and the ~9–10% pension contribution.

Starting constable ($71,191 gross)

Province	Net / Year	Net / Month
Alberta	~$53,400	~$4,450
British Columbia	~$52,900	~$4,410
Ontario	~$52,600	~$4,380

Ceiling constable ($115,350 gross)

Province	Net / Year	Net / Month
Alberta	**~$81,500**	**~$6,790**
Saskatchewan	~$80,900	~$6,740
Ontario	~$80,200	~$6,680
Nova Scotia	~$79,600	~$6,630
Quebec	~$74,800	~$6,230

Quebec nets the least

Quebec's higher provincial tax means a ceiling constable there takes home roughly $6,700/year less than the same officer in Alberta. Conversely, members posted in Nunavut, Yukon or the Northwest Territories can claim the **Northern Residents Deduction**, which offsets tax and can materially raise net pay.

CHAPTER 7 · BENEFITS

Benefits Package & Total Compensation

The RCMP benefits package is a major part of total compensation and often the deciding factor for candidates comparing offers. Here is what is included.

Health & dental

- **Health:** Public Service Health Care Plan (PSHCP).
- **Dental:** 100% of preventive care; 50–80% of restorative work.

Income protection

- **Basic life insurance** equal to your annual salary.
- **Long-term disability** covering 70% of salary after a 13-week waiting period.
- **Employee & Family Assistance Program (EFAP)** counselling.

Postings, relocation & allowances

- **Full relocation coverage** under the National Joint Council (NJC) directive.
- **Isolated Posts & Government Housing (IPGH):** $8,000 to $40,000+ per year for remote postings.
- **Bilingual bonus:** $800/year.
- **Education assistance:** up to $1,500/year.

Leave

Vacation starts at **15 days** and grows to **30 days** after 23 years of service.

> **What it's worth**
>
> For a ceiling constable with a family, the total value of benefits runs an estimated **$25,000–$35,000 per year** on top of salary — before counting the pension.

CHAPTER 8 · PENSION

The RCMP Pension Explained

The RCMP offers a **defined-benefit pension** — a guaranteed, inflation-protected income for life. This is increasingly rare in the modern workforce and is one of the strongest reasons members stay for full careers.

The formula

Annual pension = 2% × best 5-year average salary × pensionable years (35-year maximum)

A worked example

A member who serves **25 years** and retires as a Sergeant (best-five average ~$133,677) earns approximately:

≈ $66,800 per year, indexed to inflation (CPI) for life

- **Unreduced pension after 25 years** — at any age. Join at 22 and you can retire with a full pension before 50.
- Members contribute roughly **9–10%** of salary; the government funds the balance.
- Over a typical 30-year retirement the pension can be worth **$2.0 million or more**.

> **Why indexing matters**
>
> Because payments rise with the Consumer Price Index, an RCMP pension protects your purchasing power for decades — something a fixed private annuity of the same size cannot match.

CHAPTER 9 · LIFETIME EARNINGS

Lifetime Earnings: A 25-Year Model

Putting the grid and rank progression together, here is an illustrative model of **base salary** earned over a 25-year career that ends at the Sergeant rank.

Stage	Years	Base Pay (cumulative for stage)
Constable L1–5	1–3	~$300,000
Constable max (flat)	4–8	~$577,000
Corporal	9–14	~$745,000
Sergeant	15–25	~$1,470,000
Total base over 25 years		**~$3.0 million**

And that's before the extras

On top of base pay, expect an additional **$250,000–$500,000** from overtime and allowances across the career — plus the indexed defined-benefit pension that follows into retirement. The realistic total value of a full RCMP career, salary plus pension plus benefits, comfortably exceeds **$5 million**.

The compounding advantage

Because progression to six figures is fast, RCMP members reach high earnings early — which means more years of high pension contributions and more years of compounding household savings than in careers with slow salary growth.

CHAPTER 10 · FORCE COMPARISON

RCMP vs. Municipal & Provincial Forces

How does RCMP pay stack up against other Canadian police services? The starting and maximum constable figures below show where each force sits — and how long it takes to reach the top.

Force	Starting	Max Constable	Time to Max
RCMP	**$71,191**	**$115,350**	**36 months**
OPP	~$85,000	$123,194	4 years
Vancouver PD	$83,352	$111,708	4 years
Toronto PS	~$74,000	~$106,000	5 years
Edmonton PS	$81,923	$133,281	5 years
Calgary PS	~$75,000	~$110,000	5 years

Some large municipal forces pay more at the top. York and Peel Regional first-class constables reach **$118,000–$123,000**, above the RCMP maximum.

Where the RCMP wins

- **Fastest progression** to maximum constable pay — 36 months vs. 4–5 years elsewhere.
- **CPI-indexed pension** with unreduced retirement after 25 years.
- **Remote-posting allowances** and **fully covered relocation**.

Where municipal forces win

- **Posting stability** — you generally stay in one city.
- **Higher starting pay** at several forces.
- A higher constable ceiling at a few services (Edmonton, York, Peel).

CHAPTER 11 · LOCATION EFFECTS

Provincial Variation & Remote Allowances

Base pay does not change by province — but two location factors change your real income dramatically.

1. Tax

As covered in Chapter 6, provincial income tax is the biggest driver of net-pay differences. Alberta and Saskatchewan leave you with the most; Quebec the least.

2. Remote & isolated allowances

Postings in the North and in isolated communities carry substantial extra pay through the Isolated Posts & Government Housing directive. In places like **Iqaluit** or **Inuvik**, allowances can add **$25,000–$45,000 per year** on top of base salary, and the Northern Residents Deduction further reduces tax.

> **Strategy tip**
>
> A few years in a Northern posting early in a career — when housing is subsidized and allowances are high — can accelerate savings and debt repayment far faster than an equivalent posting in a major southern city.

CHAPTER 12 · HOW PAY IS SET

Recent Pay Raises & How Pay Is Set

RCMP pay is negotiated by the **National Police Federation**, the certified bargaining agent for members, and set through a collective agreement. Individual raises within a rank are automatic grid steps — not merit reviews.

The 2023–2024 increase

The most recent settlement delivered an **8% compounded increase over two years** to roughly 20,000 members:

- **4% retroactive** to April 1, 2023.
- **4% more** on April 1, 2024.

The current agreement runs through 2026, which is why the figures in this guide are stable for the 2026 planning year.

> **Plan around renewals**
>
> Because pay is contractually fixed between agreements, expect the next scale change to come with the following collective agreement. Always confirm current rates against the Treasury Board schedule before making financial commitments.

CHAPTER 13 · GETTING STARTED

How to Get Started

Earning an RCMP salary starts with the application process, which typically takes **8–16 months** from first application to Depot. The main stages are:

1. **Eligibility screening** — citizenship, age, education and background requirements.
2. **Online Entrance Assessment (OEA)** — the core aptitude test.
3. **Fitness testing** — the physical abilities requirement.
4. **Suitability interview** — assessing judgment and fit.
5. **Background investigation** — the most time-consuming stage.
6. **Depot** — 26 weeks of paid training in Regina.

Start the clock early

Because the background investigation dominates the timeline, applicants who prepare documents and references in advance tend to move fastest. Explore the eligibility, application-process and Depot guides on JoinRCMP.ca to plan each stage.

CHAPTER 14 · FAQ

Frequently Asked Questions

What is the RCMP starting salary in 2026?

$71,191 per year immediately after graduating from Depot. During training, cadets are paid $1,000 per week.

What is the maximum a constable can earn?

$115,350 per year, reached about 36 months after graduation. That is roughly $55.46/hour before overtime.

Do recruits get paid during training?

Yes. Cadets receive $1,000 per week during the 26-week Depot program, with meals, housing and travel to Regina covered.

How quickly do you reach six figures?

Constable Level 3 — around 12 months after graduation — is the first six-figure rate at $100,356.

Which province pays the most after tax?

Base pay is identical everywhere, but Alberta and Saskatchewan leave the highest take-home due to lower provincial tax. Quebec nets the least. Northern territories can add large allowances plus the Northern Residents Deduction.

Is the pension really worth that much?

Yes. A 25-year Sergeant retires on roughly $66,800/year, indexed for life — often worth $2 million or more across a full retirement.

CHAPTER 15 · SOURCES

Sources & Disclaimer

The figures in this guide are drawn from and cross-referenced against the following sources:

- **Primary source** — The Complete RCMP Salary Guide, JoinRCMP.ca — joinrcmp.ca/rcmp-salary
- RCMP salary & benefits information — rcmp-grc.gc.ca
- Treasury Board of Canada — RCMP Regular Members rates of pay — canada.ca
- RCMP pay overview — rcmp.ca

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